



# Developmental Disabilities Administration (DDA)

## Meaningful Day Transformation Updates

October 23, 2020



# Welcome and Agenda

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- Where are we in our transformation?
- Policy highlights
- Value Based Payment (VBP) models
- Career Exploration (service authorizations)
- Tiered Standards
- Home and Community Based Settings Rule
- Wrap-up

*Transformation*

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**Where are we?**

# Employment First Transformation: The Why

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DDA set out to align its system to embody and support :

## [Employment First Principles and Values](#)

All people who *want* to work, can work and contribute to their community, when given opportunity, training, and supports that build upon *their* unique talents, skills and abilities.

# Employment First Transformation: The How

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DDA set out to align its system through:

- [Collaboration with State Partners](#)
- [Collaboration with families and other stakeholders](#)
- Building capacity among service providers and DDA staff to better support employment outcomes

# Employment First Transformation: The How

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Continued:

- [End of 14c Certificate \(sub-minimum wage\) use by 2020 in Maryland](#)
- [Rate-setting study](#)
- [Maryland's Employment Data Initiative](#)

# Employment First Transformation: The How

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Continued:

- Technical assistance to providers to engage in organizational transformation
- [Employment First resources \(website, newsletter, webinars, etc.\)](#)
- Compliance with Community Settings Rule by 2023
- Realigning Meaningful Day Service System

# Meaningful Day Service Alignment

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Services, systems, and values are realigning to support **competitive integrated employment** and **community participation outcomes**

- People can choose from a menu of services based on individually identified outcomes and goals
- Services are fee-for service and include 15 minute increments and milestone based payments
- Services based on best practices in employment and community life engagement
- Appropriate rates developed via rate study

# Meaningful Day Service Alignment

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For full-length webinars with in-depth information about each Meaningful Day service see links below:

- [Meaningful Day Service Updates- January, 2019](#)
- [Meaningful Day Service Updates- March, 2019](#)
- [Archived webinar page](#)

# Meaningful Day Services-Unbundling

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- Aligning of activities that CMS calls ‘prevocational’ from Non-Work services and Employment Services
  - New Service Career Exploration added to waivers in July, 2018 to allow for the ‘prevocational’ activities
- Aligning competitive integrated employment (CIE) activities to Employment Services
  - Unbundle specific and discreet Employment Services from the Supported Employment ‘bucket’ to coincide with Long Term Services and Supports System (LTSS) implementation

Resources:

[CMS Technical Guide](#)

# Meaningful Day Services- Unbundling



| Legacy System  | Fully Unbundled Services   |
|--|--|
| Supported Employment<br>Employment Discovery and Customization   | Employment Services: <ul style="list-style-type: none"> <li>· Discovery</li> <li>· Job Development</li> <li>· Self-Employment Development Supports</li> <li>· Follow Along Supports</li> <li>· Ongoing Job Supports</li> <li>· Co-worker Supports</li> </ul> |
| Career Exploration <ul style="list-style-type: none"> <li>· Facility Based</li> <li>· Small Group (2-8)</li> <li>· Large Group (9-16)</li> </ul> | Career Exploration <ul style="list-style-type: none"> <li>· Facility Based</li> <li>· Small Group (2-8)</li> <li>· Large Group (9-16)</li> </ul>   |
| Community Development Supports   | Community Development Supports   |
| Day Habilitation   | Day Habilitation <ul style="list-style-type: none"> <li>· Small Group (2-5)</li> <li>· Large Group (6-10)</li> </ul>   |
| Medical Day Care   | Medical Day Care   |

# Meaningful Day Services-Unbundling

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- December 2019: Pilot group began utilizing unbundled services and billing via LTSS
- July 2020: DDA began operating in two systems: LTSSMaryland and the legacy Provider Consumer Information System (PCIS2)
- **Now and until further notice:**
  - Person-centered plans will be completed and approved in LTSSMaryland
  - Meaningful Day services will continue to be authorized and billed through PCIS2 (with the exception of pilot providers)

# Meaningful Day Services-Unbundling

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- [LTSSMaryland DDA Provider Portal](#)
  - Bulletins
  - At-a-glance documents
  - Trainings
  - Resources
- To help stakeholders navigate between the two systems, a [Meaningful Day service mapping guide](#) was developed that walks through the different service names, units, scope, and billing instructions for the two systems

# Meaningful Day Services- COVID flexibilities

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- [Appendix K](#) allows [temporary](#) flexibilities
- [At-a-glance resources and guidance](#)
- Highlights of Meaningful Day flexibilities:
  - Suspension of 4 hour minimum of support (Minimum of 1 hour of support)
  - Use of remote/telehealth
  - Flexibility on setting
  - Flexibility on staffing ratios
  - Flexibility on staff training and onboarding

*Meaningful Day*

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# Policy Highlights

# PolicyStat

The screenshot shows the website for the Maryland Developmental Disabilities Administration. The navigation menu includes: HOME, MDH HOME, INDIVIDUALS, FAMILIES, PROVIDERS, TRANSFORMATION, LTSSMARYLAND, ELECTRONIC VISIT VERIFICATION (EVV), and POLICYSAT. A red arrow points from the text 'PolicyStat' to the 'POLICYSAT' link in the menu. Below the navigation, there are sections for 'Quick Links', 'Services We Provide', and a 'Welcome to the Maryland Developmental Disabilities Administration (DDA)' banner with a group photo. On the right, there are buttons for 'COVID-19 Information', 'Customer Service', and 'Join our mailing list'.

**Quick Links**

- > [About DDA](#)
- > [Recommended Websites](#)
- > [Forms & Policies](#)

**Services We Provide**

- > [Behavior Supports](#)
- > [Coordination Of Community Services](#)
- > [Employment](#)
- > [Housing](#)
- > [Low Intensity Supports Services \(LISS\)](#)
- > [Nursing](#)
- > [Self-Directed Services](#)

**Welcome to the Maryland Developmental Disabilities Administration (DDA)**

**COVID-19 Information**

**Customer Service**

**Join our mailing list**

# Meaningful Day Policy Highlights

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## Employment Services Training Requirements:

In addition to the DDA Core Training requirements, each Employment Specialist providing billable services or deliverables under **Discovery, Job Development, and Self-Employment Development Supports** must also:

- Show proof of competency by completing and passing the [Certified Employment Support Professional \(CESP\) exam](#) through the [Association of People Supporting Employment First \(APSE\)](#) within 365 days of beginning their role

# Meaningful Day Policy Highlights

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## Employment Services Training Policy:

- Will come into effect when full LTSS billing is implemented (no target date yet)
- [DDA will continue to pay for training and CESP test reimbursement until full LTSS implementation](#)
- By July, 2021:
  - Employment Provider organizations must create and submit an Employment Services Training Phase-in plan, which shows how their organization will phase in the new training and competency requirements

# Meaningful Day Policy Highlights

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## Employment Services and Conflict of Interest Policy:

- Meaningful Day service providers must establish, maintain, publish and share their COI policy to address possible conflicts as noted in this policy
- Provide full disclosure to participants regarding their choice of service providers and that their competitive and integrated employment is not contingent upon them receiving services from any particular service provider

# Meaningful Day Policy Highlights

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*continued:*

- Outline policies that separate support services provided by the Employment Service provider and the ones that exist through the employer/employee relationship that do not fall under a billable service including but not limited to:
  - Natural support at the job site
  - Direct supervision provided to the employee
  - Employee benefits and resources
  - Direct Meaningful Day services

# Meaningful Day Policy Highlights

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*continued:*

- Ensuring that Medicaid funds paid to the provider for provision of Waiver program services are not used to:
  1. Pay wages to that participant as an employee (or contractor) of the provider business; and
  2. Defray the expenses associated with starting up or operating a business that employs (or will employ) that participant as a recipient of paid services from that organization

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# Value Based Payments

# Value Based Payment Models

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## Value Based Purchasing (VBP):

- “any activity a state Medicaid program undertakes to hold a provider or a managed care organization accountable for the costs and quality of care they provide or pay for” ([ANCOR](#))
- “a strategy that changes the way Medicaid providers are paid, moving away from fee-for-service payments (which rewards volume), to methods of payment that incentivize value”
- Centers for Medicare and Medicaid Services (CMS) urge states to explore and adopt Value Based models

# Value Based Payment Model

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- DDA's Waiver Amendment #3 included proposed changes to Job Development and Ongoing/Follow-Along Supports that were more in line with VBP
- At this time, based on public comment, DDA will **not** be moving forward with those proposed changes
- No changes will be made to Employment Services in this Amendment
- DDA will continue with:
  - Job Development (hourly)
  - Ongoing Job Supports (15 minute increments)
  - Follow Along Job Supports (monthly payment)

# Value Based Payment Model

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## Next Steps:

- DDA will continue the conversation about the development of Value Based Payment models to support Employment outcomes
- DDA will create VBP work group
  - If interested email [Patricia.Sastoque@Maryland.gov](mailto:Patricia.Sastoque@Maryland.gov)

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# Career Exploration

# Career Exploration

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Career Exploration: Facility-based, Small Group and Large Group:

- **Time limited** services to help the person to learn skills to work toward competitive integrated employment
- Authorization and Service Limitations are defined for 2 types of users:
  - Legacy Users
  - New Users

# Career Exploration

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## Legacy User Authorization:

The person is 18 years of age or older and no longer in high school; AND **prior to July, 2018:**

- Had been working under a supported employment contract; OR
- Had been working in a situation that is not competitive or integrated; AND
- Had been receiving Day Habilitation or Supported Employment; AND
- The person's PCP includes:
  - An employment goal that outlines transition to competitive integrated employment AND
  - Documentation that the person has been informed of other meaningful day services; AND
- **The person aligned to Career Exploration before July 1, 2020**

# Career Exploration

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## New User Authorization:

- The person is 18 years of age or older and no longer in high school; AND
- Anyone new to pre-vocational activities (working under a supported employment contract; OR had been working in a situation that is not competitive or integrated) *after* July 1, 2018, **OR**
- The person is authorized to Career Exploration for the first time after July 1, 2020
- New Users can be authorized for Career Exploration for 720 hours (90 days) for a plan year

# Career Exploration

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## Legacy User Renewal:

Legacy Users can be reauthorized annually for this service if:

- The person maintains a current employment goal in their person centered plan, and
- The PCP or service documentation provides evidence that the person and the team is still working on the outlined trajectory toward competitive integrated employment outcomes

# Career Exploration

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## New User Renewal:

- New Users may only be reauthorized, if approved by DDA due to extenuating circumstances, including:
  - At the end of the plan year, there were unused hours due to a health issue that the person experienced; OR
  - At the end of the plan year, there were unused hours because a previous provider did not provide the service hours as authorized; AND
  - The person maintains a current employment goal in their person centered plan, AND
  - The PCP or service documentation provides evidence that the person and the team is still working on the outlined trajectory toward competitive integrated employment outcomes

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# Tiered Standards

# Tiered Standards

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- CMS allows states to identify a tiered standard so that only those meeting the optimal standards established by the state will be developed in the future
- Allows states to visualize the trajectory of the service delivery system:
  - Clearly state where we want to be in the next 5 years
  - Align with our values and Employment First trajectory
  - Identify next steps on how to get us to our vision

# Tiered Standards

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Tiered Standards work group identified actions in 2019:

- All new Transitioning Youth *and* new people in services are offered Discovery as a service option
- New Users in Pre-Vocational Services (Career Exploration) limited to 720 hours (90 days) in the plan year

# Tiered Standards

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- Continue the conversation and collect data on people accessing this service
- Pay special attention to Facility-based and Large-group
- Predictions from 2019:
  - Less people will seek Facility-based with phase out of subminimum wage
  - Less people will seek Large-group due to potential challenges with ensuring community integration (settings rule)
  - More people accessing Small-group (2-8)

# Tiered Standards

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## Career Exploration data September 2020:

- **Facility-Based**
    - 123 people authorized
    - 14 providers
  - **Small Group**
    - 300 people authorized
    - 20 providers
  - **Large Group**
    - 11 people authorized
    - 6 providers
- **417 Unique people**
  - **36 Unique Providers**

# Tiered Standards

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## Next Steps:

- Meet with Tiered Standards work group November 10
- Continue conversations with people and providers
- Make data-driven decisions

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# Community Settings Rule

# Community Settings Rule: Update

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Centers for Medicaid and Medicare Services (CMS) [Home and Community Based Settings \(HCBS\) Rule:](#)

- States have been granted an additional year to demonstrate compliance and should ensure all settings are in full compliance with the HCBS settings criteria by March 17, 2023
- The extension was prompted by the impact of the COVID-19 pandemic on HCBS systems

# Community Settings Rule

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## Non-Residential Settings:

- New providers and new sites approved after 2018, including all services provided under the Community Supports Waiver must **currently** be in and **maintain ongoing** compliance
- Providers and sites existing before 2018 have until March, 2023 to come into full compliance
- 2018 DDA did site validation visits and provided letters to providers with their site status and recommendations

# Community Settings Rule

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## Residential Settings:

- New providers and new sites approved after 2018 must **currently** be in and **maintain ongoing** compliance
- Providers and sites existing before 2018 have until March, 2023 to come into full compliance
- 2019 DDA did site validation visits
- Those status letters will be sent to providers by July of 2021
- More detailed guidance and training will be developed and shared in early 2021

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# Employment Outcome Data: Reminder

# Employment Outcome Data

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- [Employment Outcome data](#) tracking is a requirement for ALL Meaningful Day provides
  - Even if no one you support is employed
  - Even if you don't provide Employment Services
- Enter information on individuals using a 2-week period of your choosing during the period October 1st to October 31st, 2020
- The deadline for entering this data is November 30th, 2020
- The system is now open and ready for data entry
  - <https://survey.statedata.info/>
  - use email address as password
  - use "Request new password" function if needed

# Employment Outcome Data

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## New COVID related data points:

- If a person did not participate in an integrated competitive job, individual contracted job, or group integrated job during the month of October, you will be asked if this non-participation is related to COVID-19
- Please note that you must answer this question to complete an individual's record, if they did not participate in those job categories
- This will help DDA better track the impact of COVID on people's employment

# Employment Outcome Data

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## New COVID related data points:

- For all activities, you will be asked whether the person received: :
  - Remote Supports
  - In Person Supports
  - Both Remote and In Person Supports

# Employment Outcome Data

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- **Community based non-work:** Unpaid time spent in integrated, community settings; in a group of 4 people with disabilities or less, while having access to others without disabilities who are not paid staff or family members. This could include activities that occur remotely, but actively connect the individual to integrated community settings, activities and people without disabilities.
- **Facility-based non-work:** Individual spends time in unpaid activities in a program setting with disabilities. This could include activities that occur remotely, but connections are with paid staff or other people with disabilities within the program.

# Employment Outcome Data

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- <https://www.statedata.info/mdda/>
- [Information and 'how-to'](#) (you can find required data listed here)
- [Frequently Asked Questions document](#)
- John Shepard at the Institute for Community Inclusion is the primary technical contact for this project
- E-mail him with questions about using the reporting website, at [mdda@statedata.info](mailto:mdda@statedata.info)

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**Wrap-up**

# Next Steps

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- DDA continue to work with Employment First State Leadership Team
- DDA creating an Employment Services Operational Guide
- DDA will coordinate further discussion with stakeholders and subject matter experts related to VBPs in Maryland
- Read resources in this webinar
- Get on our [mailing list](#)
- Read our Employment First [newsletters](#)

# Next Steps

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- Thank you!
- Employment related questions to [Patricia.Sastoque@Maryland.gov](mailto:Patricia.Sastoque@Maryland.gov)